

Vigilshore Modern Slavery Disclosure Statement

Introduction

Vigilshore is a risk management and venture equity firm primarily operating in Australia, with a presence in 40 other countries. As part of our commitment to ethical business practices, we recognize the need to take action to prevent modern slavery in our operations and supply chains. We are dedicated to promoting fair labor practices and working with partners who share these values.

Our Commitment

Vigilshore is committed to ensuring that modern slavery, including forced labor, human trafficking, and child labor, does not occur in any part of our operations or supply chain. We strive to uphold the highest ethical standards in all our business activities.

Actions to Assess and Mitigate Modern Slavery Risks

- **Supplier Due Diligence:** We ensure that our partners, sponsors, and suppliers do not engage in illegal employment or labor practices. This includes conducting thorough background checks on new and existing partners to ensure compliance with legal and ethical standards.
- **Employee Reporting:** Vigilshore encourages its employees to report any signs of modern slavery or related issues through our whistleblower policy. We provide clear reporting channels and a safe environment for raising concerns.
- **Training and Awareness:** Our employees are regularly trained on the signs of modern slavery and the steps to take if they encounter issues related to forced or exploitative labor practices.

Monitoring and Reporting Mechanisms

Vigilshore has a comprehensive whistleblower policy in place, allowing employees to confidentially report any concerns regarding modern slavery. Additionally, we adhere to a meeting reporting policy that ensures any modern slavery concerns are formally documented and addressed in a timely manner.

Key Performance Indicators (KPIs)

We track our efforts through periodic reviews and employee KPIs, which help us assess the effectiveness of our modern slavery prevention measures. These reviews ensure that Vigilshore remains vigilant in combating modern slavery and maintaining ethical standards across our operations.

This statement is made in accordance with the Australian Modern Slavery Act and outlines Vigilshore's actions to combat modern slavery. We will continue to monitor and assess the effectiveness of our approach and update this statement as necessary.

Vigilshore™